

AMPCO Group All Employees



To: All AMPCO Group employees, worldwide

Subject: AMPCO METAL ESG Policies

Date: May 24th, 2024

Validity: Unlimited (Yearly review)

Governance Policy

Purpose

The purpose of AMPCO METAL's Governance Policy is to ensure ethical business practices, regulatory compliance, and robust corporate governance structures. This policy outlines our commitment to integrity, transparency, accountability, and stakeholder engagement.

Objectives

- To ensure compliance with all applicable laws, regulations, and industry standards.
- To uphold high standards of ethical business practices.
- To establish a strong corporate governance framework.
- To identify, assess, and manage risks across all areas of the business.
- To engage with stakeholders transparently and responsively.

Policy Statements

AMPCO METAL adheres to all applicable laws, regulations, and industry standards through effective compliance management systems and regular audits. We uphold the highest standards of integrity, honesty, and transparency in all business dealings, implementing and enforcing anti-corruption, anti-bribery, and whistleblower policies. Our corporate governance framework ensures accountability, transparency, and stakeholder engagement, with a diverse and independent board of directors overseeing governance. We identify, assess, and manage risks, including ESG-related risks, through comprehensive risk management frameworks and contingency plans. Additionally, we ensure our suppliers adhere to AMPCO METAL's ESG standards through regular audits and assessments.

Procedure and Rules

- Implement and maintain compliance management systems to ensure adherence to regulations.
- Conduct regular ethics training and enforce anti-corruption and anti-bribery policies.
- Develop and maintain a robust corporate governance framework.
- Conduct regular risk assessments and implement mitigation plans.
- Engage with stakeholders through regular communication and consultation.

Key Performance Indicators (KPIs)

- Number of compliance violations and fines.
- Number of ethics training sessions conducted, and participants trained.
- Board diversity metrics, including gender and minority representation.
- Number of risk assessments conducted, and mitigation plans implemented.
- Stakeholder satisfaction scores and feedback.

Responsibilities

- The local Compliance, Legal, and Corporate Governance lead(s) are responsible for implementing and monitoring the Governance Policy with support from the Governance lead at the Company Head Quarters.
- Department heads are responsible for ensuring their teams adhere to the policy and KPIs.
- All employees and board members are expected to follow the governance rules and practices outlined in this policy.

Review

- This policy will be reviewed annually to ensure continued relevance and compliance with best practices.
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